

Performance Appraisal

PLEASE PRINT

Employee Name _____

Title _____

Department _____

Employee Payroll # _____

Reason for Review ☐ Annual

☐ Promotion

☐ Unsatisfactory Performance

☐ Merit

☐ End of Probation Period

☐ Other

Date employee began present position ____/____/____ Date of last appraisal ____/____/____ Scheduled appraisal date ____/____/____

Instructions: Carefully evaluate employee's work performance in relation to the essential functions of the job. Check rating box to indicate the employee's performance. Indicate N/A if not applicable. Assign points for each rating within the scale and write that number in the corresponding points box. Points will be totaled and averaged for an overall performance score.

Definitions of Performance Ratings

O – Outstanding – Performance is exceptional in all areas and is recognizable as being far superior to others.

V – Very Good – Results clearly exceed most position requirements. Performance is of high quality and is achieved on a consistent basis.

G – Good – Competent and dependable level of performance. Meets performance standards of the job.

I – Improvement Needed – Performance is deficient in certain areas. Improvement is necessary.

U – Unsatisfactory – Results are generally unacceptable require immediate improvement. No merit increase should be granted to individuals with this rating.

N/A – Not Applicable or too soon to rate.

General Factors	Rating	Scale	Supportive Details or Comments
1. Quality – The extent to which an employee's work is accurate, thorough and neat.	O	<input type="checkbox"/>	100-90
	V	<input type="checkbox"/>	89-80
	G	<input type="checkbox"/>	79-70
	I	<input type="checkbox"/>	69-60
	U	<input type="checkbox"/>	Below 60
2. Productivity – The extent to which an employee produces a significant volume of work efficiently in a specified period of time.	O	<input type="checkbox"/>	100-90
	V	<input type="checkbox"/>	89-80
	G	<input type="checkbox"/>	79-70
	I	<input type="checkbox"/>	69-60
	U	<input type="checkbox"/>	Below 60
3. Job Knowledge – The extent to which an employee possesses the practical/technical knowledge required on the job.	O	<input type="checkbox"/>	100-90
	V	<input type="checkbox"/>	89-80
	G	<input type="checkbox"/>	79-70
	I	<input type="checkbox"/>	69-60
	U	<input type="checkbox"/>	Below 60
4. Reliability – The extent to which an employee can be relied upon regarding task completion and follow up.	O	<input type="checkbox"/>	100-90
	V	<input type="checkbox"/>	89-80
	G	<input type="checkbox"/>	79-70
	I	<input type="checkbox"/>	69-60
	U	<input type="checkbox"/>	Below 60
5. Attendance – The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record.	O	<input type="checkbox"/>	100-90
	V	<input type="checkbox"/>	89-80
	G	<input type="checkbox"/>	79-70
	I	<input type="checkbox"/>	69-60
	U	<input type="checkbox"/>	Below 60
6. Independence – The extent to which an employee performs work with little or no supervision.	O	<input type="checkbox"/>	100-90
	V	<input type="checkbox"/>	89-80
	G	<input type="checkbox"/>	79-70
	I	<input type="checkbox"/>	69-60
	U	<input type="checkbox"/>	Below 60

Performance Appraisal Report Par Form

Marcel A. Müller



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Combat Lifesaver Tactical Combat Casualty Care Instructor Course Student Handbook Command Philosophy My philosophy is basic provide the highest quality service possible to every person you encounter We are an institution of higher learning we need to be the best with everything we do We are preparing the next generation of heroes for the greatest fighting force on the planet the 8404 Hospital Corpsman assigned to the United States Marine Corps They operate at the tip of the spear providing combat medicine to our operational forces they are critical to the success of the Navy ask for help before it s too late in all aspects of your life and career If you see a problem fix it or bring it to the attention of someone who can Don t ignore it Supporting each other is just as important as supporting the mission Continue the relentless pursuit of customer satisfaction feedback is a valuable tool in life and career Basic military courtesy should be a part of everyday life Always strive to do the right thing even when no one is looking or when tempted to take the easy wrong As a leader I believe all members of the team are important Our civilian shipmates are essential to the success of our mission As a military leader I believe as the Sailor creed says I proudly serve my country s Navy combat team with Honor Courage and Commitment I am committed to excellence and the fair treatment of all I cannot over emphasize the importance of leadership from E 1 to O 6 everyone has a part I expect officers to lead from the front by setting the example Be sure that regularly scheduled performance counseling sessions are conducted for military and civilian employees Cover the good which should be sustained as well as the areas which need improvement Although I like to be informed I believe in allowing leaders to lead managers to manage A big part of my job is to provide you the support systems necessary for you to accomplish your mission Tell me what you need and don t worry how it will be resourced Let me worry about that **Federal Register** ,2013-04 **Department of State News Letter** United States. Department of State,1980 *The Philippine Revenue Journal* ,1983 *Joint defense capabilities study improving DoD strategic planning, resourcing, and execution to satisfy joint capabilities : final report. ,*

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